

DIVISION OF WATER QUALITY
ANNUAL GOALS
July 1, 2005 to June 30, 2006

Mission:

Protect, maintain and enhance the quality of Utah's surface water and groundwater to allow appropriate beneficial uses, and protect public health while giving reasonable consideration to economic impacts.

1. Improve DWQ Morale

Measures:

- a. Effectively utilize the incentive award program (DWQ Administration).
 - i. Establish an on-going tracking procedure
 - ii. Receive periodic updates from HRM
- b. Utilize employee committees to investigate improvement opportunities that were identified in the employee survey and develop plans to address them (on-going).
- c. Select the "Idea-of-the-Month" from the suggestion box, implement as many as practicable and respond individually to all those that presented ideas (Walt Baker, Karin Tatum and Employee Committee).
- d. Encourage the department to implement the division "Plan" (Walt Baker)
- e. Hold a personal meeting with each new employee (Walt Baker)
- f. Revise the division's mission statement and build a desire in staff to embrace it (all employees)
- g. Allow the section managers to have greater decision-making authority over the division's travel budget (Branch Managers)

2. Personnel

Measures:

- a. Institute division organizational changes (Walt Baker).
- b. Become fully staffed by August 1, 2006 by filling the two branch manager positions and the TMDL Scientist position (various).
- c. Develop the Employee Handbook (March 1, 2006, Mary Fugate and Monique Rodriguez).
- d. Provide every employee with at least one professional development training opportunity annually and track these opportunities (ongoing).

- e. Track Professional Engineer and Professional Geologist continuing education units (Liz Taylor).
- f. Encourage participation in CPM classes for interested employees (ongoing).
- g. Actively participate in DEQ training events and track the participation (ongoing, Faye Bell)
- h. Establish training in collecting lab samples for non-monitoring staff (October 1, 2005, Richard Denton).

3. Foster integrated information management.

Measures:

- a. Continue efforts to convert PCS to ICIS (ongoing, Mike Herkimer and Edith Van Fleet).
- b. Partner with DEQ to begin implementing a division document management system (ongoing, Dan Hall).
- c. Continue enhancements to the electronic storm water management system (ongoing, Tom Rushing and Liz Taylor).
- d. Work to enhance relationships with IT and implement the division's portion of the IT Delivery Plan (ongoing, Branch Manager).
- e. Investigate opportunities to more fully use video conferencing opportunities with LHDs, EPA and others (January 1, 2006, Branch Manager).
- f. Initiate first phase of an integrated document management system through electronic logging of incoming correspondence (July 1, 2005) followed by electronic logging of out-going correspondence (January 1, 2006) (Receptionists and Secretaries).
- g. Enhance DWQ web page (December 1, 2005, Dave Wham)
- h. Post all MOUs on Groupwise (November 1, 2005, Faye Bell).
- i. Post all employee work schedules on Groupwise (October 1, 2005, Faye Bell)
- j. Develop Arc GIS ground water database (May 1, 2006, Ed Hickey).

4. Implement Core Programs

Measures:

- a. Develop an improved and division-wide means to obtain customer feedback (January 1, 2006, Branch Manager).
- b. Resolve storm water inspection challenge with EPA (November 1, 2005, Mike Herkimer).

- c. Actively participate in the Legislative Water Task Force as wastewater reuse issues now come to the fore (ongoing, John Kennington)
- d. Reissue all CAFO permits (October 1, 2005, Don Hall).
- e. Resolve differences with EPA on storm water inspections (November 1, 2005, Tom Rushing).
- f. Renegotiate the Enforcement Agreement with EPA (February 1, 2006, Branch Manager).
- g. Reduce the amount of federal carry-over funds to a manageable level (October 1, 2005, Stacy Carroll).
- h. Develop a mechanism for validating CNMPs for AFO/CAFOs (November 1, 2005, Don Hall).
- i. Revise the UPDES Penalty Policy in conjunction with EPA (April 1, 2006, Mike Herkimer).

5. Complete rulemaking and policy making activities with effective stakeholder involvement

Measures:

- a. Modify R317-1 to provide for the changes in effluent reuse approach (September 1, 2005, John Kennington).
- b. Develop administrative rules for Use Attainability Analyses (February 1, 2006, Tom Toole).
- c. Develop administrative rules for impaired waters listing (February 1, 2006, Tom Toole).
- d. Develop criteria for issuing public health advisories (April 1, 2006, branch manager).
- e. Improve public participation process for the development of the 305(b) Report (April 1, 2006, Tom Toole).
- f. Resolve how we will go forward with storm water administrative rules (November 1, 2005, Lyle Stott).
- g. Resolve the matter of FML liners vis-à-vis clay liners in agricultural applications (December 1, 2005, Dave Rupp).
- h. Develop administrative rules for Operating Permits for "non-discharging" wastewater treatment facilities (June 1, 2006, Ed Macauley)

- i. Establish a stakeholder group to make recommendations on revisions to R317-3 (November 1, 2005, Kiran Bhayani)

6. Develop an effective biological monitoring program

Measures:

- a. Complete the establishment of reference sites (December 1, 2005, Richard Denton).
- b. Establish biological matrices to interpret biological data (March 1, 2006, Jeff Ostermiller).

7. Collaborate with the Utah State Laboratory on replacing lab equipment

Measures:

- a. Use PPA carry-over funds to purchase needed lab equipment (October 1, 2005, Richard Denton).
- b. Enter into an operational agreement with the lab to house and maintain newly-purchased lab equipment (September 1, 2005, Richard Denton).
- c. Enter into discussions with the lab on a plan to replace non-functioning or old lab equipment (January 1, 2006, Richard Denton).

8. Conduct and effective TMDL Program

Measures:

- a. Secure the STAG grant funds from NRCS and EPA to hire two watershed coordinators (October 1, 2005, Harry Judd).
- b. Initiate modeling work on the Jordan River (February 1, 2006, Harry Judd).
- c. Complete and track scheduled TMDLs for listed water bodies (ongoing, Harry Judd).
- d. Monitor implementation activities in watersheds according to milestone dates for activities (July 1, 2005, January 1, 2006, Harry Judd).
- e. Maintain quarterly reporting on TMDL activities (ongoing, Harry Judd).
- f. Effectively manage TMDL contracts, expenditures and ongoing obligations to assure the sufficiency of funds to complete work activities (ongoing, Harry Judd and Stacy Carroll).
- g. Inform legislators on completed TMDLs (ongoing, Harry Judd)

9. Instruct and educate Water Quality Board members in their responsibilities

Measures:

- a. Conduct a WQB work meeting (March 1, 2006, Walt Baker)

- b. Provide at least one program update on a programmatic matter at each WQB meeting (ongoing, Walt Baker).

10. Continue work on special studies

Measures:

- a. Draw preliminary conclusions on nutrient loadings and their effect on Farmington Bay and its associated wetlands (June 1, 2006, Theron Miller).
- b. Effectively lead the work of the GSL Steering Committee and Science Panel (ongoing, Walt Baker, Bill Moellmer, Reno Dicaldo).
- c. Prepare a final report on the work of the Environmental Subdivision Work Group (November 1, 2005, Bill Damery).
- d. Complete work on the Mining Plan Component to the NPS Management Plan (September 1, 2005, Mike Reichert).
- e. Obtain EPA approval of the Nutrient Management Plan (February 1, 2006, Theron Miller).
- f. Complete Bluff Town ground water study (November 1, 2005, Kiran Bhayani)

11. Effectively administer the Ground Water Protection Program

Measures:

- a. Complete Aquifer Classifications in Sanpete Co., Spanish Valley, Morgan Valley and Navajo/Kayenta (April 1, 2006, Bill Damery).
- b. Meet our obligations under the 2007 UIC MV mandates (June 30, 2006, Candace Cady).